





	Includes equal pay or employment discrimination provision	Covers all or most employees	Includes protected classes in addition to sex	Prohibits retaliation/discrimination for taking legal action to secure equal pay	Prohibits retaliation/discrimination for discussing/disclosing wages	Prohibits using salary history in hiring	Makes salary range available	Prohibits job tracking based on sex	Prohibits reducing another employee's pay to comply with law	Includes comparable work/substantially similar standard	Includes mechanism to guide and enforce pay adjustments	Narrows reasons employers can use to justify pay differences	Requires consideration of less discriminatory practices	Prohibits agreement to a lesser wage as a defense	Requires liable employer to pay employee's damages	Requires liable employer to pay additional penalties for multiple violations	Requires liable employer to pay employee's costs and attorney's fees	Permits class action lawsuits or joined claims	Explicitly resets statute of limitations if continuing violation	Includes private right of action	Requires employers to keep records of wages	Requires employers to collect data on pay gap	Creates state advisory committee on pay equity	Sponsors state education and training programs, such as salary negotiation
	Protections									Occupational Segregation	Defenses/ Rebuttals			Remedies			Procedures			Preventative Measures				
	50	36	21	42	20	14	3	2	25	24	2	11	4	25	42	8	36	29	9	48	17	2	25	3
AL																								
AK		D																						
AZ																								
AR		D																						
CA																								
CO																								
CT																								
DE		Pu																						
DC		Pu																						
FL		F																						
GA		Pr, D,S																						
HI																								
ID																								
IL																								
IN		D,F																						
IA																								
KS		D,F																						
KY		F																						
LA		Pr																						
ME																								
MD																								
MA		D																						
MI																								
MN																								
MS																								


Coverage excludes: domestic or agricultural workers (D), private employers (Pr), public employers (Pu), employers with < 4 workers (S), employers covered by federal FLSA law (F)


	Law enacted		State with strong equal pay protections		State with weak equal pay protections
	No law enacted		State with moderate equal pay protections		State with no equal pay protections


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MO																								
MT																								
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NV																								
NH		D																						
NJ		D																						
NM																								
NY		Pu																						
NC		Pr,S																						
ND																								
OH																								
OK																								
OR																								
PA		F																						
RI		D																						
SC		S																						
SD																								
TN		F																						
TX		Pr,S																						
UT		S																						
VT																								
VA		F																						
WA																								
WV		F																						
WI																								
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